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Editor John Kavanagh 01-261 8033

Deputy Editor Tony Higgins 01-261 8698

Advertisement Manager Harry Hulson 01-261 8359

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Class Ad Manager Brian Durman 01-261 8597

Publishing Director Dr J. A. G. Thomas

Editorial Director Chris Hipwell

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Manchester: Kithin House, Talbot Road, Stretford, Manchester, M24. Telephone: 061 872 4211.

New York: 200 Park Avenue, 47th Street, New York, NY 10022. Telephone: 212 967 1000. Telex: 212 219. Paris: 10 Rue de la Paix, 75001 Paris. Telephone: 01 42 11 1100.

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I appeal through your letters page to any company which has purchased or has access to a microcomputer. I would be grateful if any such users who would like to help would write to me at the London Business School and I will send them a brief questionnaire. All correspondence will be handled in absolute confidence.

CHARLES COUSINS

Project MC-05, London Business School, Sussex Place, Regent's Park, London, NW1 4SA.

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30 BY JOHN ROAD, STRELLS, KENT

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DSC-2 CRYSTAL MICROSYSTEMS LOW COST BUSINESS COMPUTERS

HDX-20

MOdata

PAGE SIX for programmers and analysts

by Judith Morris

Call for a training policy to fill jobs

IN recent weeks we have spoken at length about the difficulties experienced by those looking for a job in the computer business, be they TOPS students, graduates or already qualified people.

However, recruitment can cause extensive problems for employers too.

A recruitment ad can cost anything between £60 and £200, and the expenditure does not stop there. Interviews, PER or Job Centre fees, staff salaries and many other incidentals are involved in the process.

Unfortunately, this system has become not an extravagance but a necessity, as more employers compete for a handful of suitable staff.

For this reason, 14 West Midlands firms decided to co-operate in the fight to reduce staff shortages.

Kalamazoo Business Systems of Birmingham set up talks with British Leyland, Lucas and the National Computing Centre and others in an attempt to find ways of solving the staff problem.

Methods of recruitment and training courses were discussed. Mervyn Farrant of K3 Software Services suggested that universities and polytechnics should be encouraged to attract the "best brains" into studying data processing in order to inject into the industry the intelligence it needed to cope with the required imaginative and sophisticated software solutions.

According to the Kalamazoo talk, this is not the case and the people presently being trained are not really suited to the needs of industry.

Do you have any alternative ideas and suggestions to combat the current staff shortage and the nightmares of recruitment?

Puzzler

ONLY one three-figure number equals the sum of the factorials of the three digits (ABC = A! + B! + C!). Can you find it before turning to page 22 for the solution?

Marking back to the pentagon dissection problem (Puzzler, February 21), Donald Bell, of Teddington, Middlesex, offers an alternative method based on bisecting one of the sides, at G, and then setting line JGF at the

Doug Brown, executive data processing manager at Kalamazoo, said he believed this type of contact between establishments would be easier at a local level: "I would like to see local firms contributing towards a joint training scheme," he commented.

It has long been believed that

innovative VS computer and, to a lesser extent, by the IBM 8100. A program development system called Dialog allows a programmer to interface directly to the Cobol or other compiler from a workstation. Programs can be submitted to the compiler and the results displayed on the screen.

The programmer can then use utilities such as the screen editor and text editor to amend the source code. Communication is via forms which are put up on the screen.

A typical 2903 user would normally submit batch amendment cards, which are more likely to lead to error.

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the need for a terminal, doing away with

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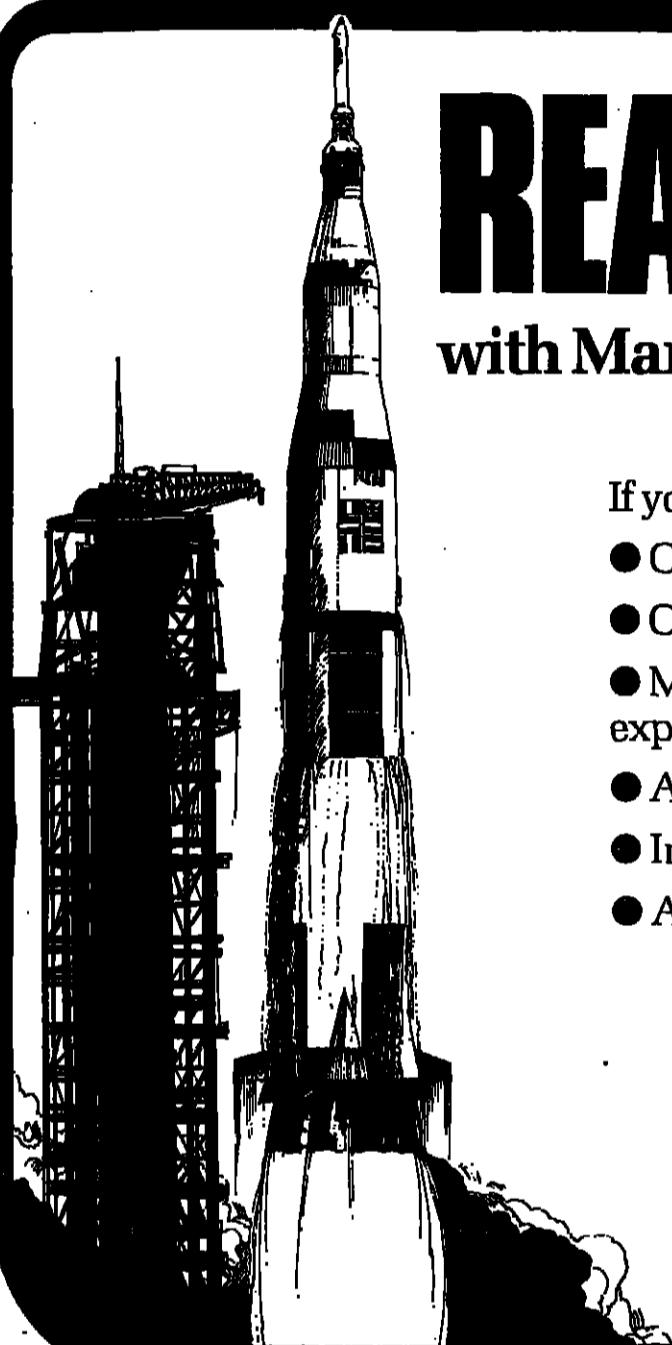
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The company involved intends to use this hardware to develop and implement a broad range of commercial systems.

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If you are interested in getting in on the ground floor of these new installations write to the Manager, Tibbenham Recruitment, 122-124 Thorpe Road, Norwich, NR1 1RX, giving full career details to date and quoting appropriate job reference.

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Hamburg

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The successful candidate should have experience of Assembler and DOS/VS systems programming. As the installation uses CICS, POWER and D BOMP any experience of this would be an added advantage.

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Interviews in Hamburg prior to final selection.

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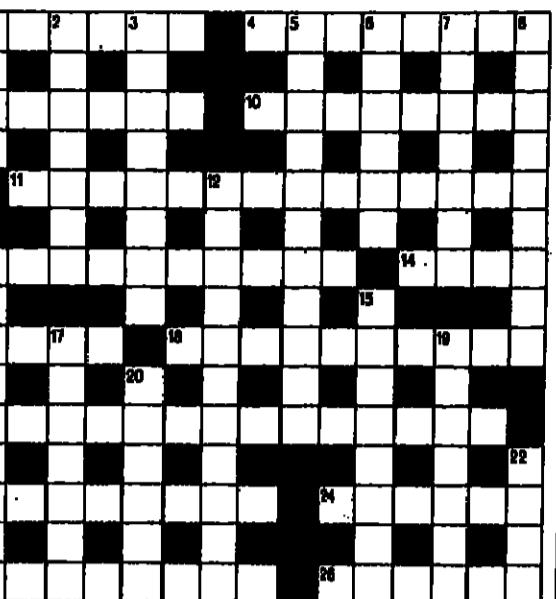
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CW Prize Crossword No 4

Compiled by Alec Robins

A PRIZE of £10 will be awarded for the first correct entry opened. The second and third correct solutions opened will receive £5 each. Entries to Crossword Competition, Computer Weekly, Dorset House, Stamford Street, London SE1 9LU, by first post Friday, March 14. Please use a ballpoint to complete the crossword.

**PL1 IMS Programmers****Analyst/Programmers****Consultants****U.K. and Middle East**

Name

(Miss, Mrs, Ms, Mr)

Address

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I accept the rules and conditions of the Computer Weekly Crossword Competition.

Signed

Date

£300-£480 Plus Expenses**01-402 0995**

ACROSS

1. Tough gets to steal from posh thoroughfare (6)
4. English parliamentarian, I chat foolishly, full of stress (8)
8. Long garment with which one has feet protected in the vessel (6)
10. Flower you've to plant around the North before the fall (8)
11. Intend, in craze for a song, to show real evidence of success (4,3,7)
13. To replace a spirited fellow in the team is to blunder horribly (4,1,5)
14. Not much exercise on going out (4)
16. Type of pistol used in emergency that's extreme (4)
18. Still silent, so MO is worried (10)
21. A pensioner, an auntie piled with grapes (14)
23. More liable to ring us, being unable to fly (8)
24. The man is accepted in the race, one that believes in God (6)
25. Made beloved stop getting attention standing by the editor (8)
28. The head takes part in pupils' concert (6)

Rules and Conditions

1. Each competitor may submit no more than one entry.
2. The competition is open to all readers of Computer Weekly with the exception of the staff of IPC Business Press Ltd, any printers employed by them or the near relatives of any such staff.
3. The solution of each puzzle will normally be published in the issue, three weeks after the puzzle has been published.
4. Winners will receive their prizes during the month following the competition.
5. The decision of the editor on the interpretation of the rules and conditions of the competition shall be final. No correspondence will be entered into.

Puzzle Answer

145 = 11 + 41 + 5!

THE IRISH RECRUITMENT FEATURE, SCHEDULED FOR APRIL 10th, WILL NOW APPEAR ON MAY 15th

For any advertisement requirements contact:

OWEN KELLY ON 061-872 4211

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6 months+ experience in Systems Programming could bring you £5,000-£8,000 pa in Middlesex

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For more details, contact Andy Mogg, Advising Consultant, on 01 935 0671 or 01 584 0604 (evenings and weekends).

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c £7500 pa

01-402 0995

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softdrinks

Applications are invited for the above post in the Computer Section of the Chief Executive's Department based at Whitbread House, Carlton Road, Woking.

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Candidates for the post must have at least 12 months' Cobol programming experience. Knowledge of communications, data communications and Geespa 3 operations will be advantageous. A proportion of the duties will be devoted to maintaining existing software and developing software in conjunction with other Nottinghamshire District Councils.

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The recruit will join a small group responsible for the day-to-day support of the Centre's extensive and expanding data communications network.

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Candidates should have a minimum of five O-levels, possession of three A-levels would be an advantage. Knowledge of data communications, practical and/or computer operations would be an advantage.

Starting salary within the range of £2881-£4075 p.a. (under review) depending on age and experience.

For an application form, telephone No. 478531, extension 2881, and should be returned by Monday, 16th April, 1980.

(423)

Applications will be accepted until 16th April.

Applications will be accepted until 16th April